



Isalathiso: 20200921- 8181
3/1/3/1
Imibuzo: ABaphathi beeSekethe

ISetyhula: 0026/2020

Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente ezineemfuno ezizodwa nakumalungu amabhunga olawulo ezikolo

Isishwankathelo esifutshane: Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2021

ISihloko: Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2021

1. Izithuba zootitshala ezabelwe izikolo ngo-2021

1.1 Izithuba zootitshala ezabelwe izikolo zemfundo eneemfuno ezizodwa ngo-2021 sele zibaliwe ngokwemimiselo yokubonelelwa kwezithuba ehlaziyiweyo eyavunywa yiKomiti yeeNtloko zamaSebe eMfundo amaPhondo ngo-2007, nangokwemimiselo eyacetyiswayo yeSebe leMfundo leNtshona Koloni (iSebe iWCED) nekwavunyelwana ngayo ngo-2007 nemibutho yootitshala kunye nemibutho yamabhunga olawulo ezikolo.

1.2 Ezi zithuba zootitshala zabelwe izikolo ziya kupapashwa kwi-Central Education Management Information System (CEMIS), phantsi kwefolda Administration (Establishments), nge-23 Septemba 2020.

2. Imiqathango (Imigqaliselo ebanzi)

2.1 Indlela ezimi ngayo izithuba

2.1.1 Ukuma kwezithuba neenkcazo kwiSigqibo soThetha-thethwano neMibutho (Personnel Administration Measures) (PAM) njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

- 2.1.2 Ngethuba lothetha-thethwano phakathi koMphathiswa weMfundo wePhondo, iimanyano zabasebenzi, nemibutho yamabhunga olawulo ngowe-18 Agasti 2020, inani lilonke lezithuba ezabelwe amaziko elipapashiweyo ukwenzela unyaka wezifundo ka-2021 lihleli lingatshintshanga. Ngowe-31 Agasti 2020, iNtloko yezeMfundo yagqiba uthetha-thwano neemanyano zabasebenzi, nemibutho yamabhunga olawulo ngokusetyenziswa nokwabiwa kwenani lilonke lezithuba ezabelwe amaziko zango-2021.
- 2.1.3 Ngethuba lothetha-thethwano olusele lukhankanyiwe, iNtloko yezeMfundo yazisa bonke abathathi-nxaxheba ukuba ubhubhane we-COVID-19 ubenefuthe elikhulu kwezezimali yaye ukuba kungenziwa uhlehlengisaniso kwezezimali kwiinkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks*), oko kuya kuba neziphumo zohlehlengiso kulwabiwo-mali lwebhajethi yango-2020/21, 2021/22 no-2022/23.
- 2.1.4 Ziyacelwa iinqununu namabhunga olawulo ukuba bathathele ingqalelo ilahleko ezinxulunyaniswa nohlehlengiso lwebhajethi yeSebe iWCED, eziya kwenza kube yimfuneko ukuhlelwa kwakhona ngokokubaluleka nokwabiwa kwakhona kwezimali yaye oko kuya kuba nefuthe kwinani lilonke lezithuba ezabelwe amaziko ngo-2021. Ifuthe loku linokwaziwa kuphela yakuba i-Ofisi kaNondyebo wePhondo ibhengeza oko kuhlengahlengiswa kwebhajethi kulolu hlobo yaye oko kuya kufuna nohlehlengiso ekubonelelweni kwamaziko ngezithuba zootitshala kwizikolo zikarhulumente eziqhelekileyo ukwenzela unyaka wezifundo ka-2021 nokuya kwaziswa yakuba igqityiwe le nkqubo.

2.2 **Ukuhlelwa kwezikolo**

Izikolo zihlelwe ngokweMigaqo yoLawulo lwaBasebenzi (*Personnel Administration Measures*) (PAM) njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

2.3 **Ukuphelelwa lixesha kwezithuba nge-31 Disemba 2020**

Ngokwemiqathango yeNdlela eHlaziyiweyo yoLwabiwo lweZithuba (*Revised Post Distribution Model*), izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfundo ezizodwa mazikhutshelwe inani lezithuba zootitshala ezabelwa amaziko qho ngonyaka ungadlulanga owe-30 Septemba wonyaka ongaphambili. Ngoko ke, zonke izithuba zootitshala kunyaka wezifundo ka-2020 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zikarhulumente zemfundo eneemfundo ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2020, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfundo zekharithulam yezikolo), ziya kuphelelwa nge-31 Disemba 2020.

3. **Uzaliswa kwezithuba ezipapashiweyo**

- 3.1 Zonke izithuba esele zipapashiwe kuLuhlu lweZithuba lwesebe zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni ezo zithuba ziyavela kwinani lezithuba zootitshala zika-2021 ezabelwe elo ziko.
- 3.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2021 ezabelwe elo ziko, eso sikolo asinalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.
- 3.3 Uhlala ungatshintshanga umgqaliselo wokuba isithuba esipapashiweyo (ngokukodwa isithuba sonyuselo-sikhundleni) sinokuzaliswa kuphela xa singadali sithuba sikatitshala ongaphezu kwemfuneko (*teacher in excess*).
- 3.4 Ukuba ithi inqununu yesikolo nebhunga lolawulo babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayisazanelisi iimfuno zekharithulam yesikolo, bangacela iSebe iWCED lisithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo masihambe kunye nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.
- 3.5 Ukuqinisekisa ukubakho kozinzo ngo-2021, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 (*Post Level 1 posts*) ukulungiselela owe-01 Januwari 2021 njengomhla ekuqeshwa ngawo. Apho izithuba sele zifakiwe ukulungiselela ukupapashwa kwazo kuLuhlu lweZithuba 03/2020 yaye isikolo sele simqaphele utitshala ofanelekileyo nomeko yengqesho yakhe inokutshintshwa ukusuka kwimo yokuqeshwa ithutyana itshintshelwe kwingqesho esisigxina (*converted from temporary to permanent status*), sinokususwa isithuba esipapashiweyo kwidrafti yoluhlu lwezithuba.

4. **Ukuzaliswa kwezithuba zootitshalala ezingenamntu ezixhaswa ngemali ngurhulumente (*vacant substantive posts*) (ngokususela kumanani ezithuba zootitshala ezabelwe izikolo ange-23 Septemba 2020)**

- 4.1 ISebe lisajongene neembopheleleko zezemali (*financial constraints*) kwiibhajethi ii-*Compensation of Employees (CoE) budgets* zeenkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks*) zango-2020/2021 ukuya ku-2022/2023. Esinye sezicwangciso eziqalwaselweyo ngo-2020 ibe kukunciphisa igalelo lenkcitho ye-CoE, ngokuthi kulawulwe ngokusebenzayo ukusetyenziswa kootitshala abangaphezu kwemfuneko, nokubandakanya ukutshintshelwa kwisithuba esilingana neso utitshala akuso phakathi kwezikolo ezinezithuba zengqesho nokusebenzisa ootitshala abangaphezu kwemfuneko apho kuye kwakho imingeni emalunga nekharityulam.

4.2 ISebe liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2021. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2021 zootitshala ezilinani elabelwe izikolo bathathwa njengootitshala abangaphezu kwemfuneko.	01– 30 Oktobha 2020
Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2021 yaye makubhungwe neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba emazikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ngo-2021.	01– 31 Oktobha 2020
Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangenako ukufakwa kwizithuba" abangaphezu kwemfuneko ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi (<i>cross-district placements</i>).	31 Oktobha 2020
UNdlunkulu unika iingcebiso ngabo kwizithili ukulungiselela ukufakwa kwabo kwizithili ngokubanzi.	01– 30 Novemba 2020
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2021.	01– 30 Novemba 2020
Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2021.	05 Disemba 2020
Kwimeko yaxa izikolo zifuna ootitshala abongezelelweyo ngenxa yokwanda kwamamani abafundi, izithili ziya kuthethana neenqununu/namabhunga olawulo malunga nokufakwa kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba ziya kukhutshelwa ootitshala abanako ukumataniswa nokufakwa kwizithuba.	13 Januwari 2021

4.3 Ootitshala esekuthiwe bangaphezu kwemfuneko, ngokususela kulwabiwo lwezithuba zootitshala lwangaphambili nangokungqinelana neenkqubo zangaphambili, nabasengaphezu kwemfuneko nangoku, baya kugcina loo meko yabo yokubangaphezu kwemfuneko (*retain their in excess status*). Imeko yaba titshala iya

kusingathwa ngokulandela iimvumelwano ezikhoyo ngoku kunye nemibutho yabasebenzi neBhunga lezeMfundo lezoBudlelane eMisebenzini (ELRC).

4.4 Ootitshala abaqeshwe isigxina mabaqatshelwe njengabangaphezu kwemfuneko ngokweSigqibo soThetha-thethwano neMibutho yaBasebenzi 4/2016 se-ELRC.

4.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2021 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe iWCED nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharithulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

4.6 **Ukuqeshwa kootitshala abatsha abafikayo (new entrants)**

Esinye isicwangciso sokunqanda iindleko kwibhajethi i-CoE *budget* kukuqesha ootitshala abatsha abafikayo (*new entrants*) kumsebenzi wokufundisa kwiSebe iWCED endaweni yootitshala abasele behlawulwa ngemivuzo ekwiqondo eliphezulu. Ngokwenjalo siya kuba silungiselela ukuba kuqeshwe ootitshala abatsha abaselula kwiSebe iWCED.

Utitshala omtsha ofikayo uchazwa njengomfundi okunyaka wokugqibela kunye/okanye nawuphi na utitshala ofumene iziqinisekiso zamabanga akhe emfundo kwiminyaka emithathu edlulileyo nongazange afumane thuba lokuqeshwa isigxina kwisithuba sikatitshala kwingqesho karhulumente. Eli qela libandakanya ootitshala ababefumene ibhasari yeFunza Lushaka.

Kwangaxeshanye, siyavuma ukuba izikolo zimele ukuba zizikhethele ekugqibeleni oyena mntu ugqibeleleyo. Ukwenzela ukuqinisekisa ukuba siyazingqinelanisa ngokufanelekileyo iimfuno ezahlukileyo, sicela ukuba iinqununu namabhunga olawulo abakuchasa ngamandla ukuqeshwa kootitshala abatsha abafikayo abalolu hlobo ezikolweni zabo, bathethane ngqo neNtloko yeSebe iWCED ngencwadi ebhaliweyo (bayithumele nakuMlawuli weSithili ochaphazelekayo ikopi), baze balindele isiphumo sezikhalazo zabo. Izikhalazo ezilolu hlobo mazingeniswe ubuncinane kwiiveki ezimbini phambi kokuba utitshala aqalise ukusebenza ukuvumela ukuba imeko nganye ithathelwe ingqalelo ngokufanelekileyo.

4.7 **Abanye ootitshala abanamabanga emfundo afanelekileyo**

Kuphela ngootitshala abanamabanga emfundo e-REQV 13 okanye amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu ezixhaswa ngemali. Le ofisi iya kuthathela ingqalelo ukuqeshwa kwabanye ootitshala kuphela xa ngaba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla.

5. **Imibuzo**

Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

6. **Izinto ngokubanzi**

Okuqulethwe yile setyhula makwaziswe bonke ootitshala namalungu ebhunga lolawulo ukwenzela ukuba bakuthathele ingqalelo.

ISAYINWE: NGU-BK SCHREUDER

INTLOKO: YESEBE LEMFUNDO

UMHLA: 2020-09-22